

From the California Faculty Association
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CFA HEADLINES

October 8, 2013 · Weekly news digest from CFA

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CFA Assembly marks 30 years of our faculty union

When faculty delegates from each CSU campus gather in Los Angeles this weekend for the semi-annual CFA Assembly, they will mark a milestone.

It was 1983 when CSU faculty voted to have the California Faculty Association as their collective bargaining representative on all 23 CSU campuses.



CFA President Lillian Taiz said, “Through these decades our members have built a strong and vital union. We have fought the good fight for our faculty, our students and our campuses by becoming a strong voice for quality public higher education.

“My congratulations for 30 amazing years go to every CFA member current and past, every ally in another union, every student who has stood with us, every Californian who speaks out for the CSU,” she said.

Assembly delegates will hear from a panel of long-time CFA leaders and members who will talk about how the lessons of the last 30 years can help us keep winning as we move into our next 30 years.

Letter announcing intent to bargain on CFA web site

A letter [sent](#) to CSU management last week, announcing CFA’s intent to begin bargaining the next faculty contract, is available on the CFA web site.

In that letter the CFA Bargaining Team indicated it will present its opening proposals, known as “sunshine” proposals, at the November meeting of the CSU Board of Trustees.

“Sunshine proposals send a signal to the CSU administration about what issues our faculty believe need attention at the bargaining table. Likewise, when we see the administration’s proposals we will get a clearer picture of what issues they believe are important to discuss,” said Bargaining Team Chair Andy Merrifield. “It is the first step on the road to a new contract.”

The current agreement between CFA and the CSU Chancellor’s Office for Unit 3: Faculty in the CSU expires on June 30, 2014.

Thousands of CFA members have submitted their thoughts for the upcoming round of bargaining through our survey. In addition to providing the CFA Bargaining Team with helpful information, the large number of surveys submitted shows that CSU faculty are **very** interested in these contract talks and are willing to do the work that will be needed to bring home a fair contract.

If you are a CFA member who has not yet sent a survey, [fill out the survey online](#), or [contact your campus CFA chapter](#) for a printed copy.

If you would like to become a CFA member and fill out the survey, please go to the [CFA website to join](#).

Bargaining info meetings set at remaining CSU campuses

Faculty have been attending meetings about bargaining on every CFA campus to interact with CFA Officers and Bargaining Team members about the process and issues in negotiating the faculty’s next contract.

Meeting have already happened at Channel Islands, Chico, Dominguez Hills, East Bay, Fresno, Fullerton, Humboldt, Monterey Bay, Maritime, Pomona, San Bernardino, San Diego, San Jose, San Marcos, Stanislaus, and Sonoma. If you missed it, learn about bargaining by [contacting your CFA campus chapter](#).

Here are the upcoming meetings at the remaining campuses.

Wednesday, Oct 9

- LONG BEACH, Noon-2 pm, Anatol Center

Thursday, Oct 10

- LOS ANGELES, 3-5pm, FA 143.
- SAN LUIS OBISPO, 11 am-1 pm, Chumash-Right Side
- NORTHRIDGE, 11:30 am-1:30 pm, University Student Union

Wednesday Oct 16

- BAKERSFIELD, 11:30 am-1:30 pm, [call chapter for location](#)

Thursday, Oct 17

• SACRAMENTO, 5-7:30 pm, Douglas 212

Faculty Rights tip of the week: Workload

This weekly CFA Headlines feature offers a brief “faculty rights tip” or short information piece about the faculty contract.

WORKLOAD

Article 20 of our Collective Bargaining Agreement covers workload. One key provision for instructional faculty is Article 20.3(a) because it provides that members of the bargaining unit shall not be required to teach an excessive number of contact hours, assume an excessive student load, or be assigned an unreasonable workload or schedule.



Over the years a number of factors have contributed to an increase in workload for almost all members of our bargaining unit (faculty, counselors, librarians, and coaches). In many cases it may have crossed the line into what should be considered “excessive” and “unreasonable” when it comes to instructional assignments.

Moreover, sometimes these assignments are imposed with no consultation beforehand. Some of the factors used to determine what is “excessive” or “unreasonable” can be found in Article 20.3(c) and they include the number of students, distribution of student enrollment, the level of support provided by the program, the introduction of new instructional technologies, and prior practices.

We encourage all faculty, counselors, coaches, and librarians to become familiar with Article 20 of our contract. You can find [the entire contract](#) online.

If you believe you have been assigned an excessive or unreasonable workload it is in the interest of our students, institutions, communities, and our profession to correct these problems. Contact your local CFA faculty rights representative to discuss any unreasonable workload you may be experiencing.

Want to learn more? Become active with your local CFA chapter faculty rights team. [Find your representative here.](#)

If you have questions about a faculty rights tip or would like to suggest a tip, [please write us](#) with the subject line “Faculty Rights Tip.”

Campaign for the Future of Higher Ed says “follow the money”

Promoters of MOOCs and online courses make big promises about the value of this latest trend in higher education. Going online will, we are told, expand access to higher education and reduce its costs for just about everyone.

Behind these big promises, however, lie some harsh realities.

To foster a fuller, more honest discussion about MOOCs, the frenzied rush to online, and the future of America's colleges and universities, the Campaign for the Future of Higher Education releases tomorrow the first of three working papers.

"The 'Promises' of Online Higher Education" series looks behind the sales pitches to uncover key facts about access to, costs of, and profits in online higher education.

"The 'Promises' of Online Higher Education: Profits," the first in the series "follows the money" in online higher education. With all the focus on access and cost savings, it uncovers one overpowering truth about online higher education rarely mentioned: it is big—Very Big—business.

According to an advance overview of the paper, "Only by looking at who is making money, how much, in what ways, and with whose assistance can we assess the motivations behind and the full 'value' of the seemingly endless stream of technologically-related innovations in higher education."

The paper goes public tomorrow in sync with [a national phone call with the news media](#) by CFHE member-group spokespeople, including CFA President Lillian Taiz. Faculty members are welcome to listen in to the call.

See it on [the CFHE web site](#) and follow it on [Twitter #FutureofHE](#)

Campus Equity Week coming to CSU & nation's campuses, Oct 28-Nov 2

Faculty organizations across the U.S., including on CSU campuses, are preparing for a week of panels, movie showings, lectures and more to organize and speak out on issues undermining higher education on our campuses.

CFA President Lillian Taiz said, "The challenges to our public higher education system are not unique to California. We need to team up with faculty organizations all over the country because we are stronger in asserting our voice together."

"Events like [Campus Equity Week 2013](#) and one of its sponsors, the [Campaign for the Future of Higher Education](#) are helping us do that."



Many CSU campuses will host showings of [the play “For Profit”](#) about being a recruiter of students for a private edu-business institution.

A [panel discussion at Los Angeles](#) will feature the author of “The Assault on Public Education,” William Watkins of the U. of Illinois.

Other panels and fora will take up “Corporatization and Privatization of Higher Ed” at East Bay, student debt at Dominguez Hills and San Marcos, the Campus Diversity Report at Humboldt, working conditions at Long Beach, “Handling Issues of Discrimination & Harassment” at Sacramento, how the changing University affects equity and diversity at San Diego, and “Financial Equity” regarding pay and student debt at Sonoma.

At San Francisco, an outdoor rally will take on “Student Learning Conditions are Faculty & Staff Working Conditions.”

At SLO, the CFA chapter is putting together a special showing of Robert Reich’s new film “Inequality in America” at a local theater. At Stanislaus, “Calfacacino Day” on Oct 31 will wrap up a week of activities.

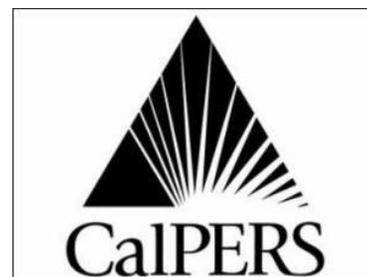
Learn about [events on your CSU campus](#) planned or being planned for Campus Equity Week and the [events planned across the country](#). Follow it on [Twitter at #CEW2013](#)

Health plan open enrollment ends this Friday, Oct 11

Open enrollment for CalPERS healthcare plans is underway now through this Friday, October 11. During this time, new faculty members can choose a health plan for themselves and their families and continuing faculty can make changes.

These are some of the documents that offer help:

[Guide to help faculty members understand our health benefits and the open enrollment process](#): prepared by CSU San Marcos business professor George Diehr, who is an elected member of the CalPERS Board of Administration.



[Details on the CalPERS web site](#): The place to go if you have not received a mailing from CalPERS or have questions, (Note, the site may ask about your CalPERS status before going to the main page that connects to the open enrollment page.)

CFA endorsed candidates re-elected to CalPERS board

The CFA-endorsed candidates for Member-At-Large seats on the CalPERS Board of Administration—Joseph (J.J.) Jelincic and Michael Bilbrey—were re-elected by strong margins according to preliminary results released late last week. Their four-year terms begin January

16.

More than 140,000 eligible CalPERS active and retired members, which include eligible CSU faculty, voted in the election.

CalPERS is the largest public pension fund in the U.S. with more than \$265 billion in assets. It administers health and retirement benefits on behalf of 3,064 public school, local agency and state employers, including the CSU. There are more than 1.6 million members in the retirement system and more than 1.3 million in health plans.

Links of the week

CSU, student employees agree to modest pay raise

California State University and nearly 7,700 student employees have reached a tentative agreement that would bring the workers modest raises over the next three years. — [Long Beach Press Telegram](#)

This Is The Next Sub-Prime Crisis

The [staggering cost of student loan debt is daunting -- it tops \\$1 trillion](#). Now there is new data showing that students are increasingly faltering under the weight of this debt. — [Yahoo Finance](#)

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